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RECOMMENDATIONS OF THE DEPARTMENT OF DEFENSE COMMISSION
ON INCENTIVE-HAZARDOUS DUTY AND SPECIAL PAYS
(VOLUME I - FINDINGS AND RECOMMENDATIONS - PP 55-60)

IV. SUMMARY OF RECOMMENDATIONS

Throughout this report there are certain recommendations not related solely to any one of the individual pays listed in Part III. The Commission considers these recommendations of paramount importance to a high level of morale and effectiveness in our Armed Forces.

General Recommendations

Changes in Terms of Service

1. That the Congress exercise great forethought in changing, unfavorably, the terms of employment for the uniformed Services.
2. That when changes in terms of employment are deemed necessary, they be made applicable only to individuals entering the services after such changes become effective.
3. That whenever the foregoing is impracticable, those who are unfavorably affected be protected to the extent possible by savings clauses.
4. That current restrictions against voluntary retirement at earlier than statutory age be modified and reduced.
5. That medical and dental care for dependents of military members be provided to the extent possible.
6. That shipping allowances for household goods, commensurate with grade and station of military member concerned, be authorized and the present restrictions removed.

Administration

That the Service Secretaries initiate and maintain vigorous action to discover and correct abuses in administration of all differential pays and allowances and that reports of their progress be made to the Congress at least annually.

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Ratio of Differential Pays to Base Pay

That base pay be related to a cost of living index and be adjusted at intervals of one or two years in accordance therewith. That a formula be developed under which all differential pays would be computed as a percentage of the base pay and that Congress enact legislation authorizing use of such a formula.

Increased Insurance Coverage

1. That survivors of military members who lose their lives in the service of their country by being killed in action, dying of wounds or as a direct result of voluntarily engaging in a hazardous occupation, be authorized double the normal indemnity currently authorized, i.e., \$20,000 in lieu of \$10,000.

2. That the Government make commercial type life insurance available at reasonable premium rates to those military members, who by reason of hazardous military assignment are unable to secure appropriate life insurance from commercial firms.

Differential Pay Recommendations

Pay for Flying

1. Remove from flight status, unless they are in a supervised training program for crew members positions, officers and enlisted men in non-crew member status who do not possess technical skills which contribute directly to the safety or mission effectiveness of the aircraft, such as couriers and stewards.

2. Remove from flight status officers and airmen in crew member status who cannot be reasonably expected to provide air leadership or to serve in an operational capacity during an emergency because of highly specialized training in fields other than aviation, such as law and atomic energy.

3. Require that all Services develop and submit to the Secretary of Defense, within six months from date of this report, a flight status selection system which will require a periodic review of the flying and service records of each officer based upon age and grade criteria to determine if he shall remain on flight status even though he possesses the ability to pass a physical examination.

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4. Change flight surgeons and aviation observers, medical, who presently receive crew-member flight pay to the pay scale provided for non-crew members--with exceptions for those few flight surgeons assigned, for example, as actual crew members on hospital evacuation aircraft, or to specialized projects in which the officer performs duties essential to the mission of the aircraft in flight.

5. Convert the rates of differential pay for flying which are authorized in the Career Compensation Act of 1949 to percentages of base pay at existing ratios and continue payment at that ratio.

Submarine Pay

That the present rates of incentive-hazardous duty pay for submarine personnel be continued.

Glider Pay

That the portion of Section 204, Public Law 351, 81st Congress, as pertains to Glider Pay be repealed.

Parachute Pay

That parachute pay be retained at existing rates.

Hansen's Disease (Leprosy) Pay

That the pay currently provided for duty involving intimate contact with persons afflicted with Hansen's Disease be continued.

Demolition Pay

That the existing rate of incentive-hazardous duty pay, for duty involving demolition of explosives, be continued.

Diving Pay

1. That the special pay for diving duty and the incentive-hazardous duty pay for duty at the Submarine Escape Training Tanks, the Navy Deep Sea Diving School, and the Navy Experimental Diving Unit be continued at the rates presently authorized.

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2. That pay at the rates of \$100.00 and \$50.00 per month be paid respectively to officers and men regularly engaged in helium-oxygen diving.

Combat Pay

1. That the present rate of combat duty pay be increased to equal to at least the lowest rates of pay provided for other personnel engaged in hazardous duties, as provided in Section 204 of the Career Compensation Act, Public Law 351.

2. That the pay be authorized to personnel on vessels suffering damage and casualties as a result of enemy action for the month of such occurrence.

3. That the existing requirement that an individual be attached to a "designated combat unit" in order to be entitled to the pay be waived in the case of personnel killed or wounded as a result of enemy action.

4. That combat pay be authorized for the personnel of minesweepers for any month in which they engage in the sweeping of enemy mines for a period of six or more days.

Physicians and Dentists Pay

That special pay for physicians and dentists be limited to regular officers and to reserve officers who volunteer and are accepted for extended active duty beyond that required by Public Law 779 or subsequent similar legislation.

Sea and Foreign Duty Pay

1. That extra pay for sea duty and foreign duty be no longer authorized for military personnel departing from the United States or reporting for sea duty subsequent to June 30, 1953.

2. That extra pay for foreign duty be terminated on June 30, 1953 for residents of Puerto Rico, Hawaii, other territories or insular possessions, who are on duty in their places of residence or who depart from such places of residence subsequent to June 30, 1953.

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Reenlistment Bonus

1. That Congress authorize the Services to modify the present system of reenlistment bonuses to reflect these principles:

- (a) No reenlistment bonuses to be payable until an individual has served with satisfaction for a minimum of 18 months.
- (b) Qualification for the bonus to be determined by the quality of individual service.
- (c) A larger amount continue to be paid for longer reenlistments.
- (d) A larger amount be paid for first reenlistment than for subsequent reenlistments.

2. That Congress modify existing legislation relative to veterans benefits in such a manner that military personnel who remain on continuous service will be eligible for such assistance as educational or home loan benefits.

Overseas Station Per Diem Allowances

That these Overseas Station Per Diem Allowances be continued and that constant effort be made to tighten their administration.

Attaché Maintenance Allowances

That the present schedule of Attaché Maintenance Allowances be continued with annual review by Congressional Committees.